



# Compass- For-Life

*Elite Leadership and  
Performance*



think,  
act,  
do...  
*differently*

# The World is fundamentally transforming technologically, economically, social and politically.

It is the daunting task of today's leaders to take the right decisions in a complex world.


To fulfil this task, leaders need **sensitivity** and **empathy** to serve as their radar system and **values** and **vision** as their **compass**. Without a radar system leaders cannot be responsive and without a compass they cannot exercise **leadership responsibility**.

*Professor Klaus Schwab, founder of The World Economic Forum*









Leadership is a matter of  
**intelligence, trustworthiness,  
humaneness, courage, and  
discipline...**

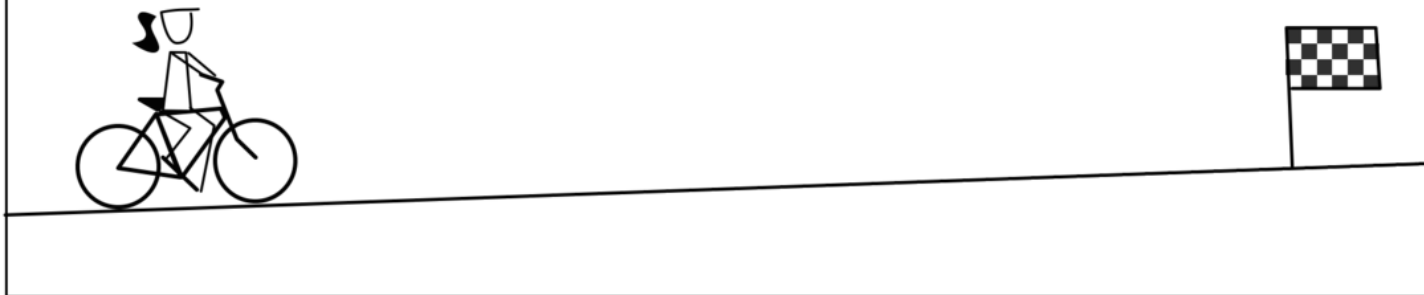
*Sun Tzu*



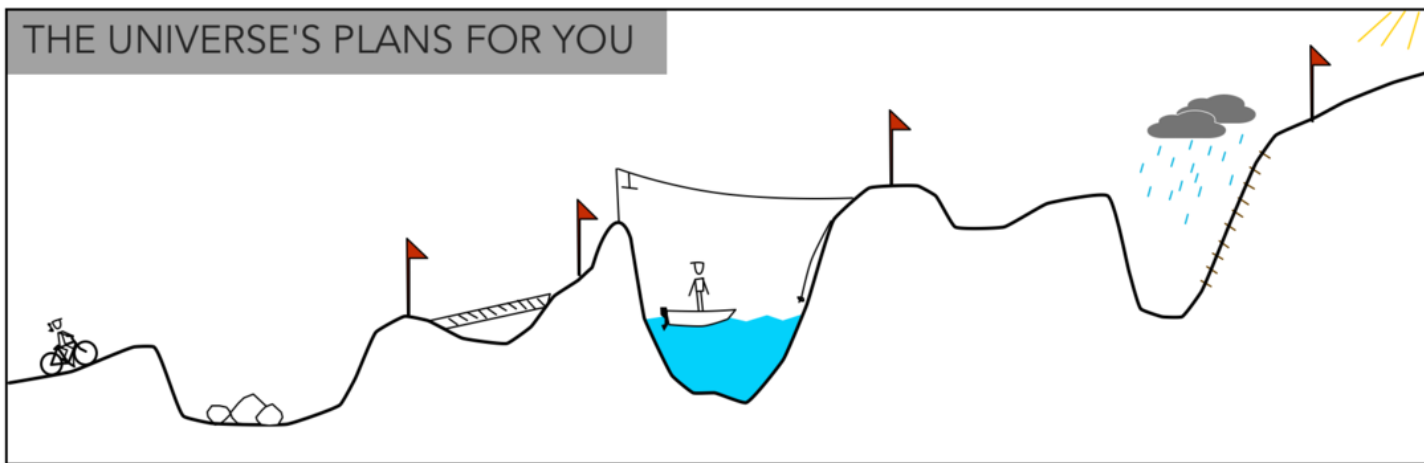




## YOUR "PLANS"



## THE UNIVERSE'S PLANS FOR YOU



“Without passion  
...Nothing happens”





*As long as you're going to  
be thinking anyway...*

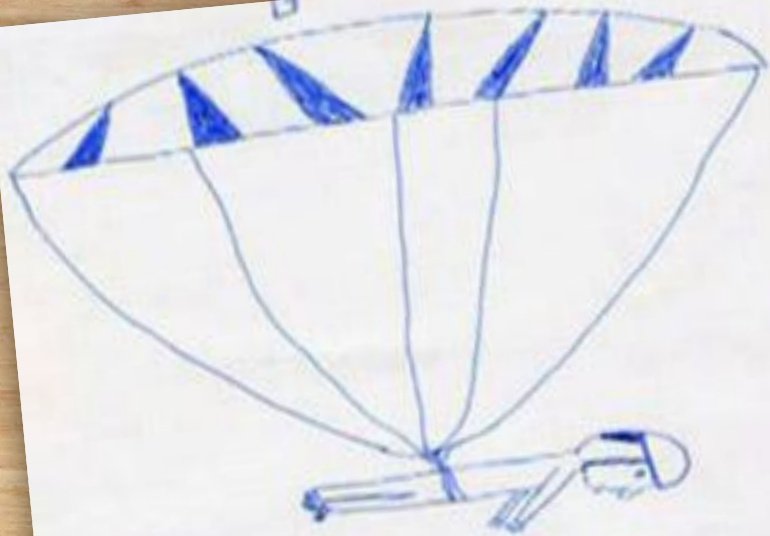
Think Big!



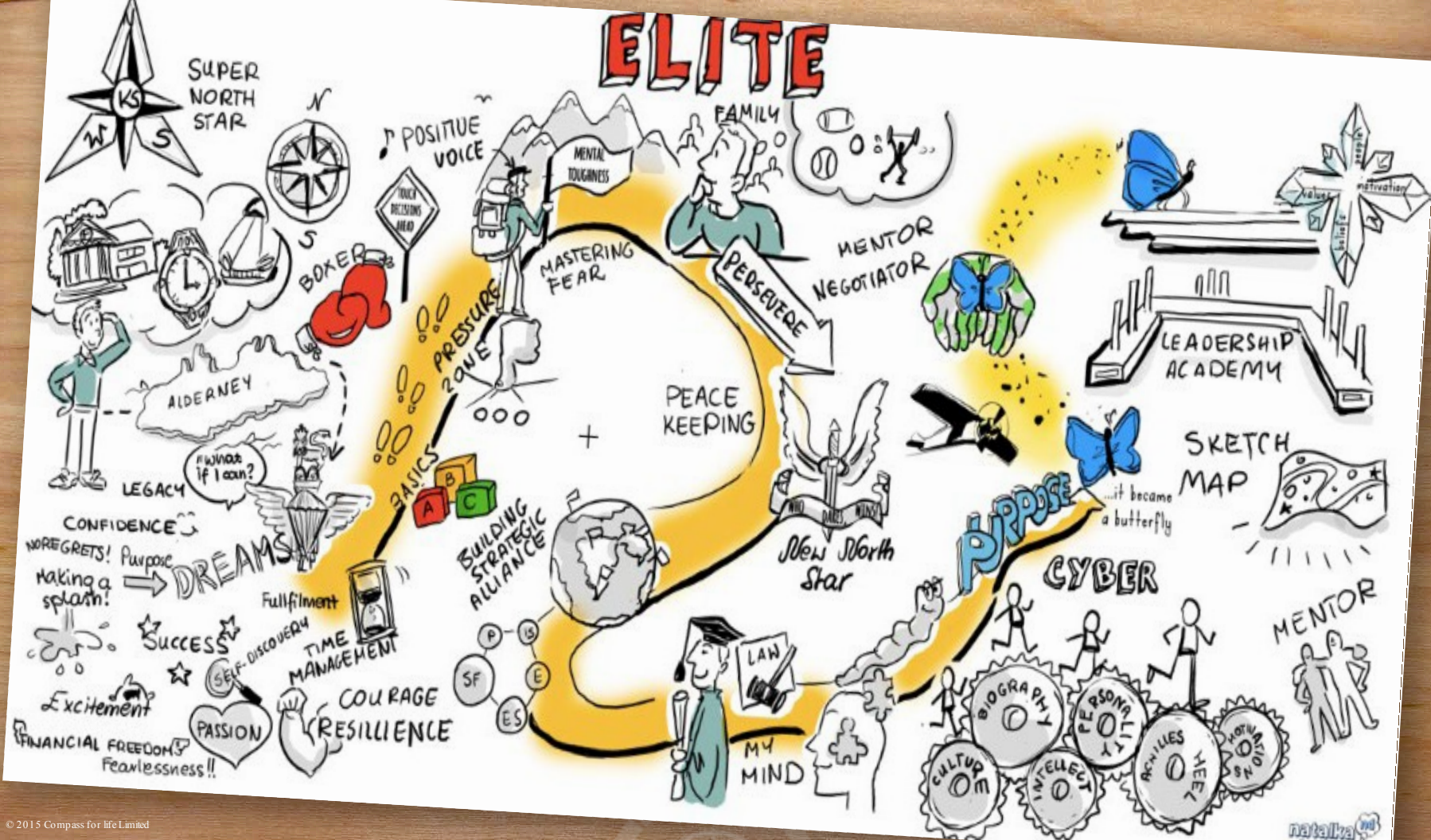


‘IF YOUR DREAMS  
DON’T SCARE YOU,  
THEY’RE NOT BIG  
ENOUGH’





# ELITE







# FOCUS















# Six Questions

(Don't fall for overly complicated planning processes)

- ✦ Why do you exist?
- ✦ Where are you going?
- ✦ How will you conduct yourselves?
- ✦ What will you do?
- ✦ How will you measure your success?
- ✦ What improvements or changes will you make?



# GENUINENESS

INFLUENCE, PERSUASION & PROBLEM SOLVING

TRUST, TO HAVE CONFIDENCE IN, TO PLACE RELIANCE UPON

RAPPORT, RELATIONSHIP, CONNECTION, EMOTIONAL BOND

INITIAL CONTACT, OPENING LINES, FIRST IMPRESSIONS

} COMMUNICATION  
SKILLS

# GENUINENESS







*Integrity*  
*Listen* *Teamwork/mentality*  
*Transparency Communications*  
*Commitment* *Excellence/Effectiveness*  
*Empowerment/Accountability*  
*Collaboration* *Leadership Accessibility*  
*Trust*



**Peace**

**Respect**

**Love**

**Happiness**

**Freedom**

**Responsibility**

**Honesty**

**Humility**

**Tolerance**

**Simplicity**

**Cooperation**

**Resilience**

**Hope**

**Patience**

**Caring**

**Trust**

**Understanding**

**Justice**

**Courage**

**Friendship**

**Thoughtfulness**

**Fairness**





Attention to  
TEAM RESULTS

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Holding each other  
ACCOUNTABLE

-----

Full individual  
COMMITMENT

-----

Willingness to engage in CONSTRUCTIVE  
CONFLICT

-----

TRUST and openness



# Trust means the team can do the following:

- **They trust one another on a fundamental emotional level**
- **They get to a point where they can be completely open without filters**



# Team members:

- Openly admit their mistakes.
- Acknowledge their weaknesses to one another.
- Ask for help without hesitation.
- Ask for input in their area of operation.
- Acknowledge each other's skills and expertise.
- Willingly apologise to one another.
- Are unguarded and genuine with one another.



# The Mind

*left*      *right*



# *Myers Briggs Type Indicator* *(MBTI)*

## Awareness



# MBTI —

## Some Background

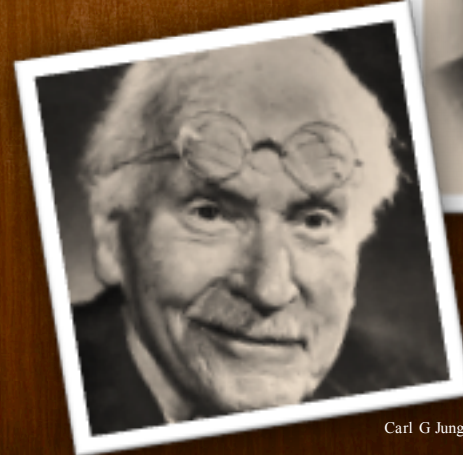
- **The MBTI was developed by Katherine Cook Briggs and Isabel Briggs Myers over a period of 50 years.**
- Prompted by the waste of human potential in World War II.
- Elaborated and made more accessible the ideas of Carl G Jung.
- Today the most widely used instrument for understanding normal personality differences.



Katherine Cook Briggs



Isabel Briggs Myers



Carl G Jung

# Constructive conflict...

- **Teams that trust one another are not afraid to engage in passionate debate**
- **They do not hesitate to disagree or challenge and question one another**





# Constructive conflict...

- Team meetings are passionate and unguarded in their discussions.
- Meetings are interesting and compelling.
- The team voice their opinions even at the risk of causing offence.
- Team members challenge one another about how they arrived at their conclusions.
- The team communicate unpopular decisions/opinions to each other.
- When conflict occurs the team confronts and deals with the issues before moving to another subject.



# Commitment...

- If a team can engage in unfiltered conflict they are able to achieve buy in around important decisions
- This is because all options are put on the table and considered giving confidence that no stone has been unturned



# Commitment...

- Team members leave meetings confident everyone is committed to the decisions that were agreed upon.
- The team end discussions with clear and specific resolutions and calls to action.
- The team is clear about its direction and priorities.
- The team is decisive even when perfect information is not available.
- The team sticks to decisions.
- The team support group discussions even if they initial disagree.





# Accountability...

- Teams commit to decisions and standards of performance
- What is more important is that they do not rely on the leader as the primary source of accountability



# Accountability...

- Team members call out each other's unproductive behaviour.
- Team members quickly support/confront peers about problems in their area of responsibility.
- Team members can question each other about current approaches and methods.
- The team ensures that poor performance is not accepted.
- Team members consistently follow through on promises.
- They can offer unproved feedback to one another.



# Team results...

- Teams that commit to all of the above are very likely to set aside their individual needs and agendas
- Do not give into the temptation to place their departments, career aspirations, or ego driven status ahead of the collective results that define team success





# Team results...

- Team member are quick to point to the successes of one another.
- The team has a reputation for high performance.
- When the team fails to achieve collective goals each member takes personnel responsibility to improve the team performance.
- Team members willingly make sacrifices in their own areas for the good of the team.
- Team members are slow to seek credit for their own contributions.
- The team constantly achieve its objectives.
- Team members value collective success more than individual success.
- Team members place little importance on titles and status.





# Mental resilience strategies:

- Visualisation
- Take small steps
- Courage
- Positive Anchors/Power words/Mantra -Song
- Positive Voice
- Intuition (Past experience)
- Decision making strategy (Contingencies)
- Focused Practice/Preparation (Stepping into the pressure zone with skills)
- Rest - Laughter - Enjoyment









# Magnets





Thank you